

HUMAN RIGHTS POLICY

Policy to Promote Human Rights in Pertamina's Business

Pertamina is committed to support the protection and respect for Human Rights in all Pertamina business activities with reference to:

- Undang-Undang Dasar Negara Republik Indonesia 1945
- Law No. 39 of 1999 on Human Rights
- Law No. 13 of 2003 on Manpower with its changes in Law No. 11 of 2020 on Job Creation
- The 1948 Universal Declaration of Human Rights of the United Nations
- International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work based on the 8 Core Conventions which have been ratified by the Government of Indonesia as follows:
 1. ILO Convention No. 29 On the Abolition of Forced Labor
 2. ILO Convention No. 87 On Freedom of Association and Protection of the Right to Organize
 3. ILO Convention No. 98 On the Right to Organize and Conduct Collective Bargaining
 4. ILO Convention No. 100 On the Equal Remuneration for Male and Female Workers
 5. ILO Convention No. 105 On the Abolition of All Forms of Forced Labor
 6. ILO Convention No. 111 On Discrimination in Employment and Occupation
 7. ILO Convention No. 138 On Minimum Age To Be Allowed To Work
 8. ILO Convention No. 182 On the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child
- United Nations Global Compact (UNGC) Principles

To ensure the protection of human rights in business activities and throughout the Company's supply chain, Pertamina is committed to make the following efforts:

- Prevent activities that have negative impact on human rights and, if they occur, Pertamina will endeavor to mitigate or repair the impact. As well as consistently monitoring and reporting the impact of business on human rights.
- Provide a mechanism for submitting complaints related to human rights for internal and external parties where the availability of this mechanism does not eliminate the right of each party to be able to make a report to law enforcement officers or human rights defenders.
- Conducting continuous human rights due diligence in our activities including identifying and assessing potential impacts of our activity on human rights before undertaking a new activity or business relationship, taking appropriate preventive and mitigation actions, monitoring the effectiveness of the actions taken, and communicating the steps taken by the company.
- Conducting due diligence in human rights when establishing business relationships and the Company's supply chain. Make reasonable efforts to prevent or mitigate negative impacts on human rights directly related to operations, products or services provided through business relationships with suppliers, service providers, other companies, or public entities that are directly related to Pertamina's operations, products, or services.

- Foster a culture of respecting human rights among Perwira Pertamina, promote specific training and implement tools to prevent the infringement of these rights. Ensure Perwira Pertamina have access to communication and reporting channels that enable them to notify the Company of situations that may impact their rights.
- Reject any type of discrimination of our customers and product and service users. Respect their right to privacy, utilizing appropriate measures to protect and make proper use of any personal data that we are provided.
- Respect the human rights of the community including indigenous community, especially those in areas affected by the Company's operational activities and assets through efforts such as,
 - a. Assessing and understanding the social and economic context where the Company operate to identify all groups within the communities in area of influence, especially vulnerable groups. The company also supports the social and economic development of indigenous, tribal, and indigenous peoples.
 - b. Recognizing and respecting the unique nature of indigenous, tribal, and aboriginal peoples in accordance with existing legislation and with ILO Convention 169. Their rights include, among others, rights to their lands, territories and resources, right to water, their organizational, economic and social structure and their right to free, prior and informed consultation in good faith and with the objective of procuring understanding and helping reaching consent in relation to any proposed mitigation measures, such consultation to occur through appropriate procedures and in particular through their representative institutions of indigenous, tribal and aboriginal peoples.
 - c. Recognizing and respecting the identity and unique nature of communities; their cultural diversity; their potentially differing needs and aspirations; and their right to maintain their customs and social practices.
 - d. Establishing enduring relationships with communities in the area influenced by Company's projects and assets, based on principles of respect, cultural sensitivity, integrity, responsibility, transparency, good faith and non-discrimination.
 - e. Identifying opportunities to optimize positive impacts and promote shared values and sustainable community development by contributing to local economic development, social progress, and environmental preservation in areas influenced by projects and Company assets.

Pertamina is committed to communicate this Company policy to all Perwira Pertamina, stakeholders, and other parties related to the Company's business. All Pertamina Directors and Employees are responsible for complying with this policy.

Jakarta, August 2021

President Director & CEO,



Nicke Widyawati